



OFFICE OF PROFESSIONAL STANDARDS CIVILIAN POLICE REVIEW BOARD

2021 Semi-Annual Report January – June

Cleveland, Ohio



CITY OF CLEVELAND

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OPS Semi-Annual Report (January 1 through June 30, 2021)

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Message from the OPS Administrator

“It takes a village...”



We've all heard the phrase. But it doesn't just take a village to raise a child. It takes a village, a collaborative, persevering village, to provide civilian oversight of its police department.

It takes community members to provide the vigilant eyes that note incidents of misconduct and report them.

It takes an agency of hardworking investigators to investigate these incidents and uncover facts that would not otherwise come to light, facts that give both the community and police department leadership the information they need to properly address police misconduct through discipline and training.

It takes a vibrant, engaged local media to diligently and courageously report these facts and explore them in detail, promoting a greater sense of urgency and a deeper appreciation of the impact of misconduct.

It takes the direct action of community activists to amplify matters of grave concern, even taking the most vital conversations to the street where necessary.

It takes local government officials to protect public access to complaint data and pressure

police leaders to apply lessons learned from prior incidents of misconduct.

It takes open-minded, dedicated police leaders to receive guidance from a diverse collection of community voices, to implement policies and training that reduce the frequency of dangerous police incidents and to prioritize the continuous construction of cooperative relationships with all corners of the community.

It takes each one of us, applying ourselves with energy and urgency, to establish police practices that protect public safety and respect the rights of Cleveland residents and visitors.

To make civilian oversight of Cleveland Police meaningful and permanent, it will take the collective effort of the entire Cleveland community.

Sincerely,

Roger Smith

Roger Smith, Administrator
Office of Professional Standards

OPS Complaints Filed

Anyone may file a complaint with the Office of Professional Standards (OPS), including subjects of police incidents, recipients of police services, witnesses to a police incident, a third party, a legal representative, an anonymous person, the OPS Administrator, or a member of the CPRB. This section covers the number of complaints received by OPS in the first half of 2021 and their characteristics.

Complaints Received Per Month

The Office of Professional Standards received 150 complaints during the first half of 2021. The month of March was the busiest one with 36 complaints, followed by June with 29, April with 27, and May with 25 complaints. During the month of February, the number of complaints filed with OPS were 17. The least number of complaints were filed during January (16 complaints) (*Figure 1*).

How Complaints were Received

During the first half of 2021, forty-one people filed their complaints through the OPS's Website and twenty-nine sent their complaints through Email. Also, twenty-nine people visited a police station in their district to file their complaint and nineteen people visited the premises of the Office of Professional Standards at 205 W. St. Clair Ave to file their complaint in-person. Eighteen people filed their complaints in by Facsimile while ten people filled their complaints via Phone. Finally, three persons filed a complaint through the Mayor's (MAC) or the Director of Public Safety's Action Center (DAC) and one person sent the complaint via the U.S. Postal Service (*Figure 2*).

Categories of Complaints

Each complaint received by OPS may include multiple allegations, and each allegation is investigated. For reporting purposes, the Office of Professional Standards also captures the primary allegation as identified from the narrative the complainants provide in the complaint form or during the interview of the complainant with the investigator.

For the first half of 2021, "Unprofessional Behavior/Conduct" was the primary allegation in the highest number of complaints (62), followed by "Lack of Service/No Service" (44 complaints), "Improper Procedure" (19 complaints), "Harassment" (11 complaints), "Excessive Force" (5 complaints), and "Missing/Damaged Property" (3 complaints) (*Figure 3*).

Number of Complaints by Police District

A breakdown of the 150 complaints by CDP district shows that the fifth police district received the most complaints (33) in the first half of 2021, followed by the fourth district with 31 complaints, the second district with 28, the third with 26, and the first with 18 complaints. As far as the Special Units are concerned, the Bureau of Special Investigations received 3 complaints, the Bureau of Traffic 2 complaints, the Bureau of Technology & Property 1 complaint, and the Bureau of Compliance 1 complaint. Finally, 7 complaints fell outside of the OPS jurisdiction (e.g., the complaint involved allegations against officers of Police Departments from nearby cities, etc.) (*Figure 4*).

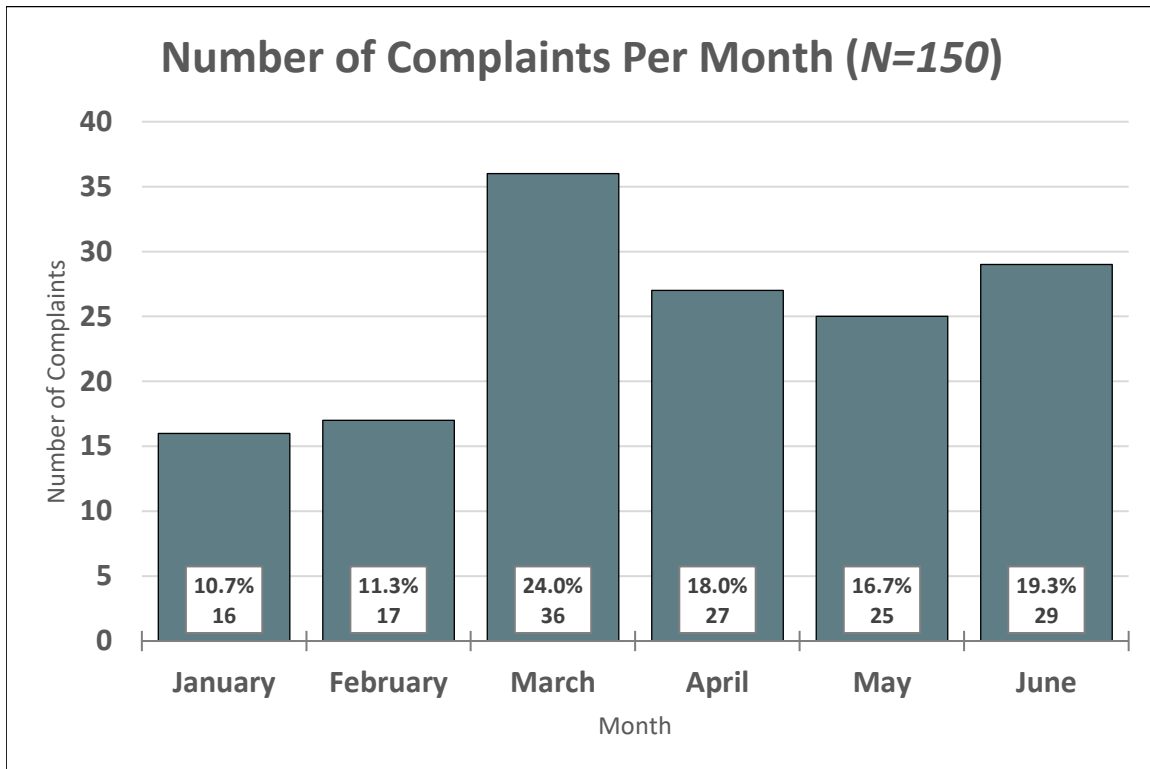


Figure 1: Number of complaints received per month

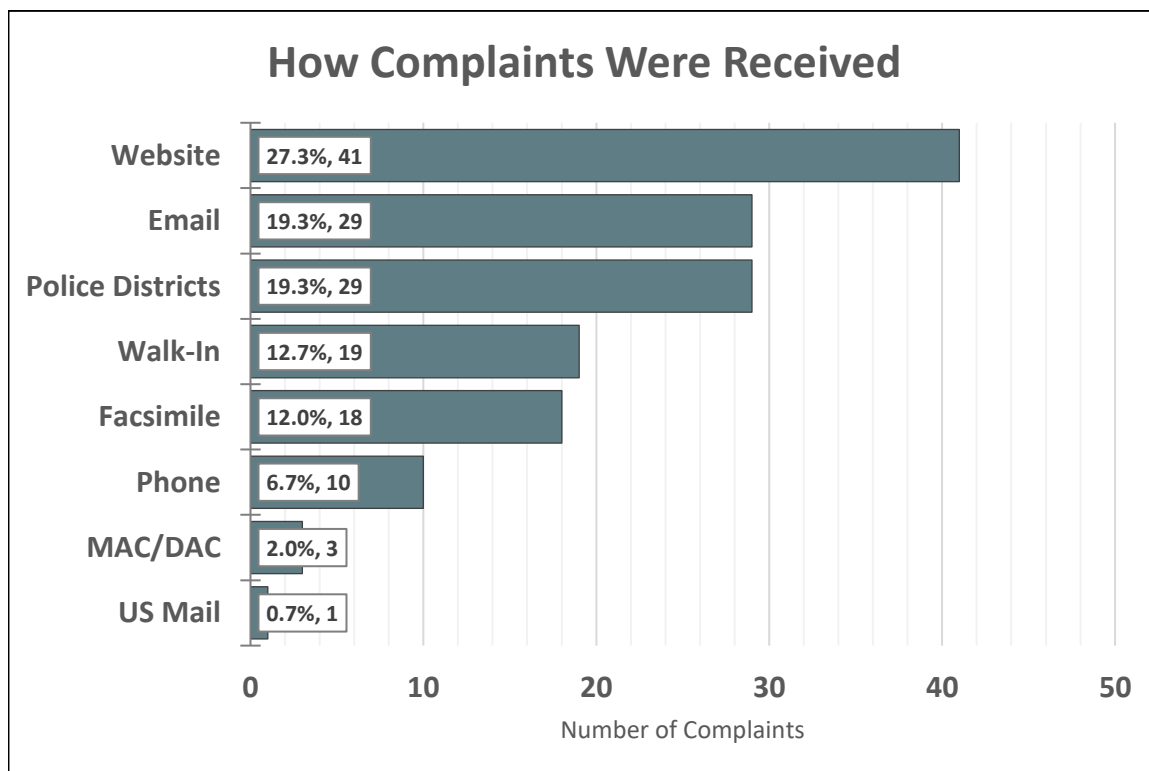


Figure 2: How complaints were received

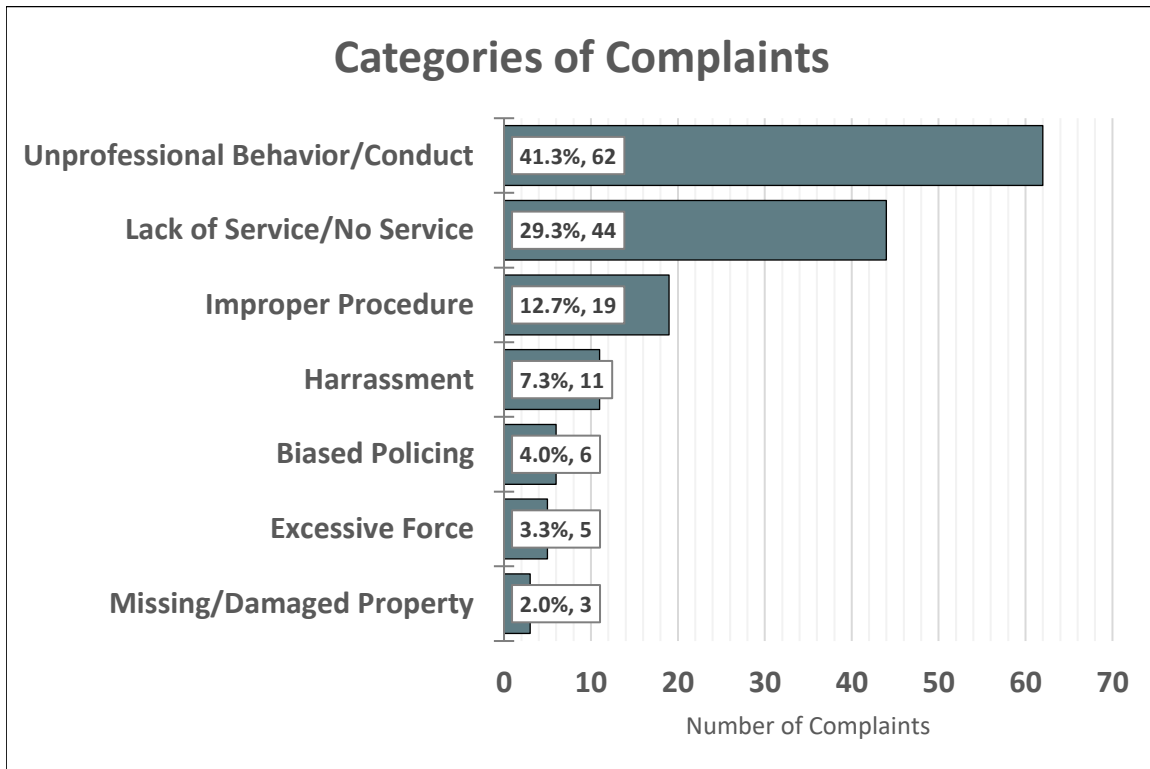


Figure 3: Categories of complaints

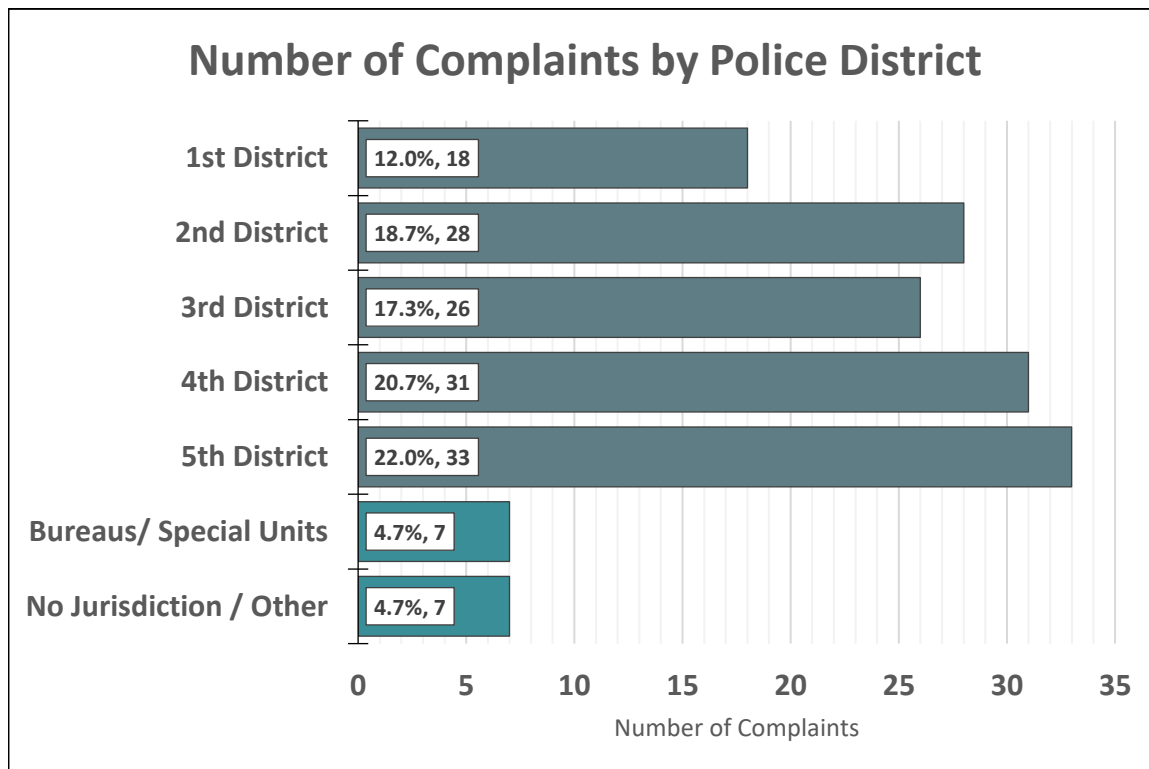


Figure 4: Number of complaints by Police District

Primary allegation and Officer Rank by Police District

Not only the number of complaints but also the type of primary allegations varied by police district during the first half of 2021.

Specifically, “Unprofessional Behavior” and “Lack of Service” were the two most frequent primary allegations against officers of the **first police district** (Table 1). The majority of the officers receiving complaints had the rank of Patrol officer (70.6 percent), followed by Sergeant (11.8 percent), Detective (11.8 percent) and Lieutenant (5.9 percent).

District 1		
<i>Allegation</i>	<i>#</i>	<i>%</i>
Unprofessional Behavior	10	55.6%
Lack of Service	6	33.3%
Improper Procedure	1	5.6%
Bias Policing	1	5.6%
Total	18	100.0%

Table 1: Primary allegations in 1st District

The most frequent allegations against officers of the **second police district** were “Unprofessional Behavior” and “Lack of Service” (Table 2). Patrol officers received most of the complaints (81.0 percent) in the second district, followed by Sergeants (9.5 percent), Detectives and Lieutenants (4.5 percent each).

District 2		
<i>Allegation</i>	<i>#</i>	<i>%</i>
Unprofessional Behavior	14	50.0%
Lack of Service	8	28.6%
Improper Procedure	2	7.1%
Harassment	2	7.1%
Bias Policing	2	7.1%
Total	28	100.0%

Table 2: Primary allegations in 2nd District

The **third police district** had the allegations of “Lack of Service” and “Unprofessional Behavior” as the two most frequent (Table 3). Patrol officers received the vast majority of complaints (90.9 percent) in this district as well, followed by Sergeants (9.1 percent).

District 3		
<i>Allegation</i>	<i>#</i>	<i>%</i>
Lack of Service	11	42.3%
Unprofessional Behavior	8	30.8%
Harassment	2	7.7%
Bias Policing	2	7.7%
Improper Procedure	1	3.8%
Excessive Force	1	3.8%
Missing/Damaged Property	1	3.8%
Total	26	100.0%

Table 3: Primary allegations in 3rd District

The two most frequent allegations against officers of the **fourth police district** were “Unprofessional Behavior” and “Lack of Service” (Table 4). Patrol officers received most of the complaints (75.0 percent), followed by Detectives and Sergeants (12.5 percent each).

District 4		
<i>Allegation</i>	<i>#</i>	<i>%</i>
Unprofessional Behavior	10	32.3%
Lack of Service	8	25.8%
Improper Procedure	5	16.1%
Harassment	4	12.9%
Missing/Damaged Property	2	6.5%
Bias Policing	1	3.2%
Excessive Force	1	3.2%
Total	31	100.0%

Table 4: Primary allegations in 4th District

The **fifth police district** had the allegations of “Unprofessional Behavior” and “Lack of

Service” as the two most frequent (*Table 5*). In terms of officer rank, Patrol officers received most of the complaints (92.9 percent), followed by Sergeants (7.1 percent).

District 5		
<i>Allegation</i>	<i>#</i>	<i>%</i>
Unprofessional Behavior	13	39.4%
Lack of Service	10	30.3%
Improper Procedure	5	15.2%
Excessive Force	3	9.1%
Harassment	2	6.1%
Total	33	100.0%

Table 5: *Primary Allegations in 5th District*

Finally, **Special Units** had “Unprofessional Behavior” as the most frequent primary allegation (*Table 6*). In terms of rank, Detective (52.9 percent) received most of the complaints, followed by the rank of Sergeant and Patrol officer (17.6 percent each). Lieutenants and Dispatchers each received 5.9 percent of the complaints.

Special Units		
<i>Allegation</i>	<i>#</i>	<i>%</i>
Unprofessional Behavior (Against the: Bureau of Traffic, Bureau of Special Investigations, Bureau of Technology & Property)	4	57.1%
Improper Procedure (Against the: Bureau of Traffic, Bureau of Special Investigations)	2	28.6%
Harassment (Against the: Bureau of Compliance)	1	14.3%
Total	7	100.0%

Table 6: *Primary Allegations in Special Units*

Status of Complaints

Of the 150 complaints filed with OPS during the first half of 2021, 59 cases had been closed and 91 remained active as of the end of June 2021. Of the cases that were closed, 8 had received full investigation and had been heard by the CPRB. Another 10 cases also had received full investigation and were waiting for CPRB hearing as of the end of June 2021. Finally, 2 cases had received full investigations and were waiting Chief's hearing (*Figure 5*).

Administrative Dismissals and Closures

The Office of Professional Standards **Administratively dismisses** cases when:

1. The individual complained of is not a CDP employee;
2. The employee referenced in the complaint cannot be identified despite the best efforts of the agency;
3. The preliminary investigation reveals that the delay in police services was due to workload or otherwise unavoidable;
4. The complaint involves off-duty conduct of a civil nature (unless the alleged conduct, or its effects, constitute misconduct or have a substantial nexus to the officer's City employment);
5. The complaint concerns the receipt of a uniform traffic ticket and/or parking infraction notice without any additional claims of racial profiling, illegal search, excessive force, or other allegations within OPS's jurisdiction.

In addition to the Administrative Dismissal process, cases may also be **Administratively Closed**. In administrative closure cases may be closed in order to merge or consolidate multiple related cases, when OPS has received duplicate complaints or when a case is opened in error. Cases are merged and consolidated when multiple complaints are received raising the same facts or arising from the same occurrence such that a collective investigation of both complaints would be most effective under the circumstances.

The number of cases that were administratively dismissed in the first half of 2021 was 19, and administratively closed 20 (*Figure 5*). The reasons for the administrative dismissals and closers varied. Specifically, 13 cases were dismissed because OPS had no jurisdiction (i.e., the complaints fell outside the categories mentioned in OPS Operational Manual §102), 7 because the officer involved was not a Cleveland Department of Police employee, and 6 because the employee referenced in the complaint could not be identified despite the best efforts of the investigator. Moreover, 3 cases were Administratively dismissed or closed because the complaint concerned the receipt of a uniform traffic ticket and/or parking infraction (without any additional claims of misconduct from a CDP employee), 3 cases because no misconduct was alleged in the complaint (see, OPS Operational Manual §204), and 2 cases because it involved an off-duty officer conduct. Finally, 2 cases were merged and consolidated, and 1 case was administratively closed because it was a duplicate (*Figure 6*).

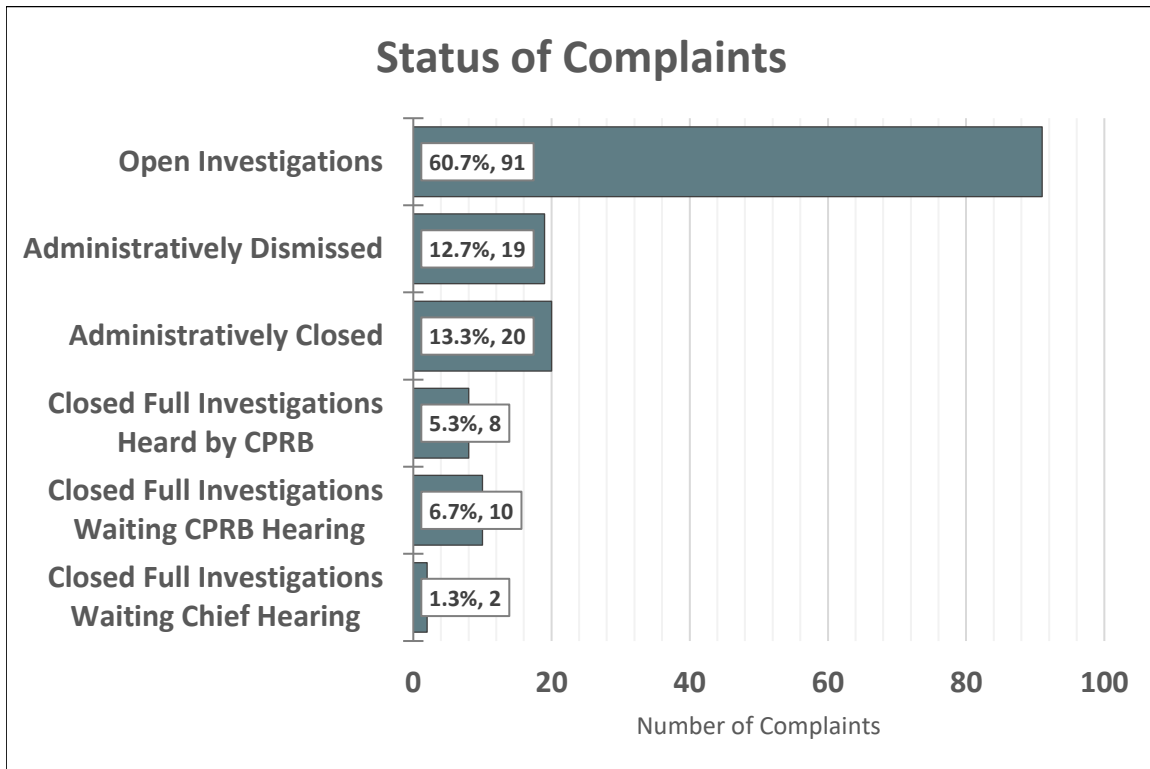


Figure 5: Status of complaints as of June 30, 2021

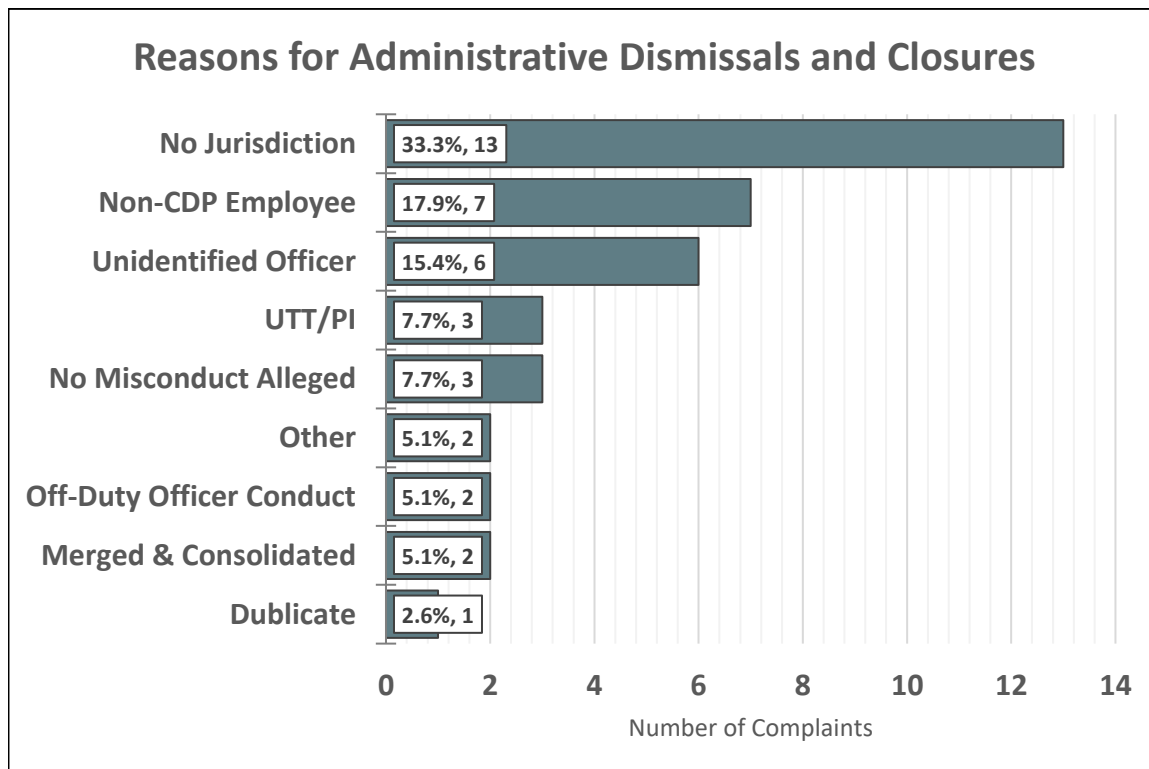


Figure 6: Reasons for administrative dismissals and closures

Timeliness

The timeliness of investigations is a continuing priority for the Office of Professional Standards. Timeliness depends upon several aspects, including but not limited to: the number and complexity of the complaints filed; the existence and size of case backlogs; staffing; DA holds and other procedural gaps in investigation, and; the timetable in which documents and other evidentiary requests are met by external sources.

Out of the 59 cases that were closed in the first half of 2021, in 29 of them the investigation was closed within 30 days and in 17 the investigation was closed within 60 days. The rest of the investigations were completed in more than 61 days. The average (i.e., mean) days for an investigation to be completed in the first half of 2021 was 38 days. (*Figure 7*).

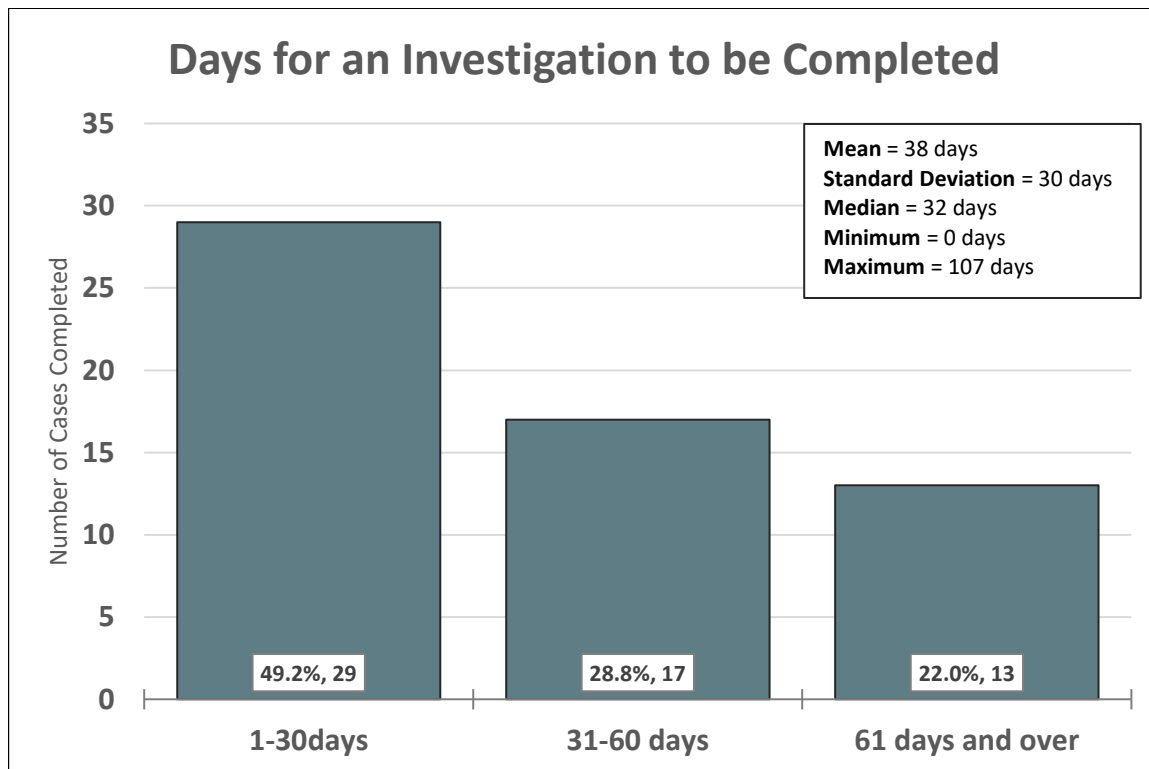


Figure 7: Days for an Investigation to be completed

Year of Origin for Cases Heard by the CPRB

In the first half of 2021, the CPRB adjudicated 58 complaints based on OPS investigations. Of those complaints, 1 (1.7 percent) were filed in 2018, 8 (13.8 percent) in 2019, 39 (67.2 percent) in 2020, and 10 (17.2 percent) in 2021 (*Figure 8*).

percent) in 2020, and 10 (17.2 percent) in 2021 (*Figure 8*).

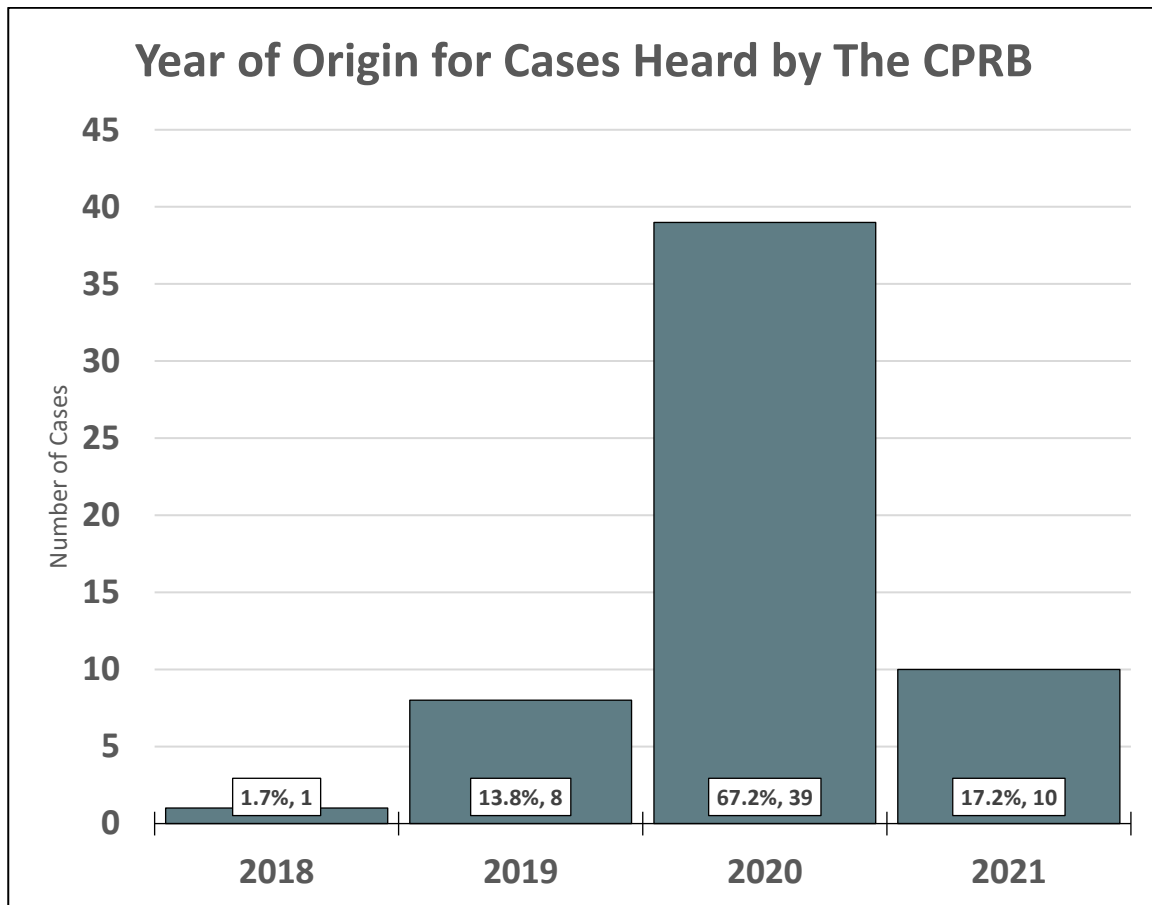


Figure 8: Year of Origin for Cases Heard by the CPRB

CPRB Dispositions

Each complaint can involve one allegation or (what is more common) multiple allegations. Table 7, below, presents information about all 141 allegations introduced in the 58 complaints that were heard by the CPRB in the first half of 2021. In 49 of the 141 allegations (or 34.8 percent) the CPRB suggested sustained findings to the Chief of Police, whereas in 42 allegations (or 29.8 percent) the Board exonerated the officer. Further, in 37 allegations (or 26.2 percent) the Board decided that the allegations were unfounded and in 13 allegations (or 9.2 percent) decided that the evidence presented

were insufficient to determine whether misconduct had occurred.

As far as type of allegation is concerned, the Board sustained 45.0 percent of the "Unprofessional Behavior/Conduct", 46.3 percent of the "Improper Procedure", and 20.0 percent of "Lack of Service/No Service" allegations. In the first half of 2021, the Board sustained 2 allegations of "Biased Policing" and did not sustain any of the "Harassment" or "Missing/Damaged Property" allegations.

Table 7: CPRB Dispositions

Type of Allegation	Disposition				Total Allegations
	Sustained	Exonerated	Unfounded	Insufficient Evidence	
Unprofessional Behavior / Conduct	18 (45.0%)	5 (12.5%)	11 (27.5%)	6 (15.0%)	40
Improper Procedure	19 (46.3%)	13 (31.7%)	9 (22.0%)	0 (0.0%)	41
Lack of Service / No Service	10 (20.0%)	24 (48.0%)	11 (22.0%)	5 (10.0%)	50
Harassment	0 (0.0%)	0 (0.0%)	2 (100.0%)	0 (0.0%)	2
Biased Policing	2 (40.0%)	0 (0.0%)	2 (40.0%)	1 (20.0%)	5
Missing/Damaged Property	0 (0.0%)	0 (0.0%)	2 (66.7%)	1 (33.3%)	3
Total	49 (34.8%)	42 (29.8%)	37 (26.2%)	13 (9.2%)	141

Wearable Camera Systems (WCS) and Case Dispositions

Overview

Cleveland Division of Police (CDP) started a pilot Wearable Camera System (WCS) in June 2014¹. Since December 2016, WCSs are mandatory for all members who have been issued a WCS². Specifically, CDP policy requires officers to activate WCSs prior to responding to all calls for service, during all investigative or enforcement contacts with the public, or other contact with the public that may or does become adversarial after the initial contact³.

Officer Compliance with WCS Policies

In the first half of 2021, 74.0 percent of cases that went before the CPRB had relevant WCS video. There are several reasons why an OPS case might not have WCS footage. It might be, for instance, because the officer(s) involved had not been issued a WCS or because the officer(s) did not activate the WCS during the incident. Some other cases do not involve WCS footage because the incident took place over the phone/online or because the officer was working off duty, etc.

The Office of Professional Standards has full access to all CDP WCS videos that are relevant to OPS investigations. If, during the investigation, OPS determines that the officer(s) involved had been issued WCS but did not activate it as required, then OPS has the ability to charge the officer(s) with the

additional violation of failure to activate WCS (i.e., for violation of General Police Order (GPO) 3.2.20). From the 58 cases that went before the CPRB in the first half of 2021, only 4 cases had additional violations for failure to activate WCS.

Impact of WCSs

The availability and access of WCS footage that illustrates the actions and conduct of officers and complainants has been a powerful accountability tool. *Figure 9* presents how WCS footage affected the disposition of cases in the first half of 2021. It is evident that WCS video footage helped the CPRB reach a conclusive finding in more than 70.2 percent of cases (compared to only 30.0 percent without WCS video footage).

Specifically, the existence of WCS footage:

- Increased by more than 153 percent the chances that an allegation against a CDP employee will be sustained.
- Increased by almost 115 percent the chances that a CDP employee will be exonerated.
- Increased by 5.6 percent the chances that an allegation against a CDP employee will be unfounded.
- Reduced by almost 93 percent the chances that the CPRB will not have sufficient evidence to make a determination (see *Figure 9*).

¹ See CDP Divisional Notice 14-226 and General Police Order (GPO) 3.2.20.

² See CDP Divisional Notice 16-372. It should be noted that CDP officers in the Swat team and Gang unit have not been issued WCSs.

³ General Police Order (GPO) 3.2.20, page 2.

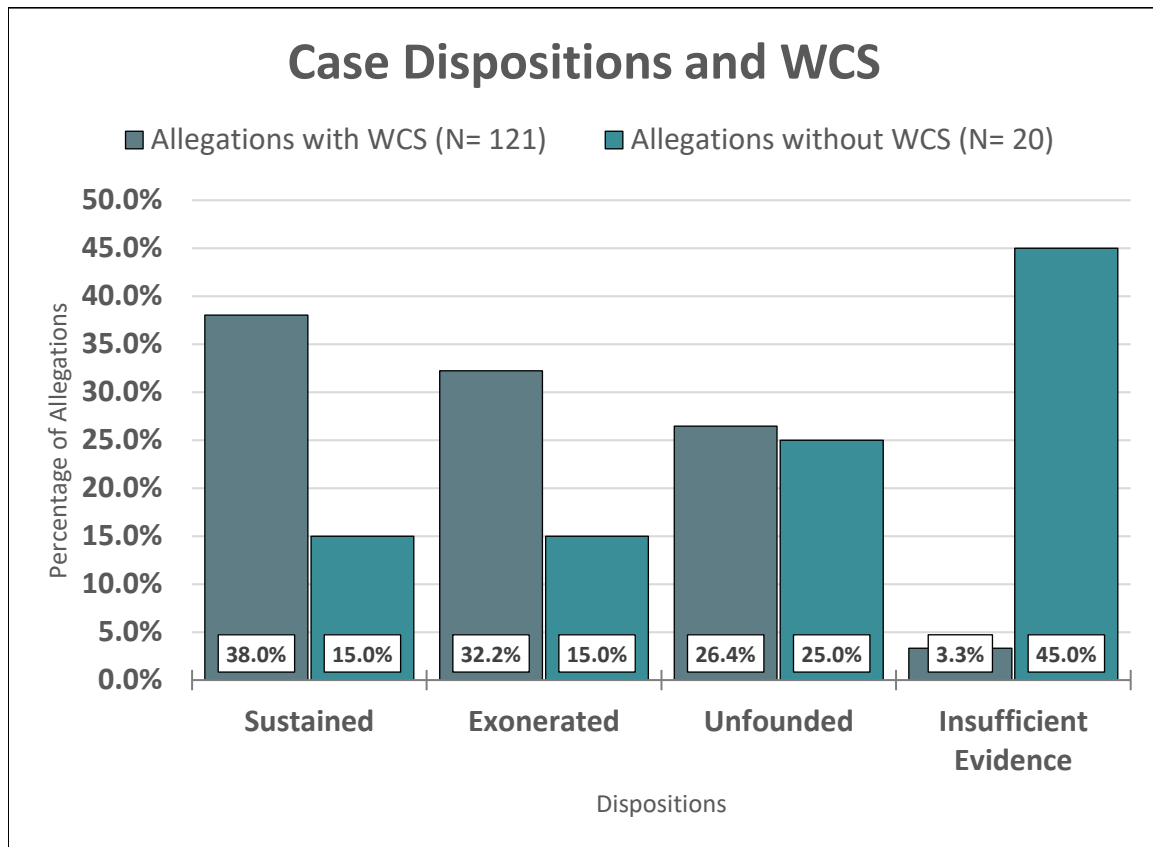


Figure 9: Case Dispositions and Wearable Camera Systems (WCS)

Chief and Director's Hearings

In the last months of 2020⁴ and during the first half of 2021, 37 cases had a Chief's or Director's disciplinary hearing and some form of discipline or reinstruction was imposed in 29 of those cases (see *Table 8*). Specifically, the Chief issued days of suspension in 13 cases and a letter of reprimand and/or reinstruction in 15 cases. In 12 cases the Chief dismissed (at least one of) the allegations in the case. The CPRB appealed 10 cases to the Director. In 5 of those cases the Director differed from the Chief's decision and issued some form of discipline, and in 6 cases the Director upheld the Chief's decision.

From Table 8, we see that in 53 percent of the time the Chief's discipline was in concurrence with the discipline recommended by the CPRB. The Director's discipline was in concurrence with the discipline recommended by the CPRB 42 percent of the time.












Discipline Concurrence

The Office of Professional Standards tracks whether or not the discipline imposed by the Chief and/or the Director was in concurrence with that recommended by the CPRB.













Discipline Concurrence means that the Chief or Director agreed with the Group Level of discipline recommended by the CPRB. When the Chief's or Director's discipline is of a lesser Group Level than that recommended by the CPRB, the discipline is not in concurrence. The CPRB does not take a position concerning the number of suspension days or any penalty differences falling within the same Group Level.











⁴ Due to the time it takes for the whole disciplinary process to conclude (and a final disposition letter to be issued), these cases were not able to be included in last year's annual report. Thus, we incorporate them in this report.










Table 8: Case Summaries and Discipline Concurrence⁵







Case	Allegations Sustained by CPRB	CPRB Discipline Recommendation	Result of Chief's Hearing	Chief's Discipline Concurrence	Result of Director's Hearing	Director's Discipline Concurrence
16-216	Improper Procedure	Group I	Dismissed the Allegation	 No Discipline	(The CPRB Appealed the case to the Director) Issued Verbal Counseling	 Discipline Concurrence
17-037	Lack of Service	Group II	Dismissed the Allegation	 No Discipline	(The CPRB Appealed the case to the Director) Upheld the Chief's Dismissal	 No Discipline
17-066	Unprofessional Conduct	Group II	Issued an 8-day Suspension	 Discipline Concurrence	-	-
17-128	Lack of Service	Group I	Issued a letter of reinstruction	 Discipline Concurrence	-	-
17-209	Improper Search	Group I	Dismissed the Allegation	 No Discipline	(The CPRB Appealed the case to the Director) Issued a Written Reprimand and Retraining in search and seizure procedures	 Discipline Concurrence
18-133	Unprofessional Conduct	Group I	Issued a Written Reprimand	 Discipline Concurrence	-	-
18-200	Unprofessional Conduct	Group I	Issued a Letter of Reinstruction	 Discipline Concurrence	-	-
19-019	Improper Search WCS Violation	Group I	Issued a Letter of Reinstruction and a 2-day Suspension	 Discipline Concurrence	-	-

⁵ The table contains cases for which the OPS and the CPRB issued a Final Disposition letter in the first half of 2021.

19-021	Unprofessional Conduct	Group I	Issued a Written Reprimand	 Discipline Concurrence	-	-
19-047	Improper Citation	Group I	Dismissed the Allegation	 No Discipline	(The CPRB Appealed the case to the Director) Upheld the Chief's Dismissal	 No Discipline
19-076	Failure to Generate a Crisis Intervention Report and a Use of Force Report	Group I	Issued a Letter of Reinstruction	 Discipline Concurrence	-	-
19-085	Unprofessional Conduct Improper Detention Improper Search	Group II	Issued an 2-day Suspension Issued an 3-day Suspension	 Discipline Difference	-	-
19-087	Unprofessional Conduct	Group I	Issued a Letter of Reinstruction	 Discipline Concurrence	-	-
19-128	Unprofessional Conduct	Group I	Dismissed the Allegation	 No Discipline	(The CPRB Appealed the case to the Director) Issued a 2-day Suspension	 Discipline Concurrence
19-130	Unprofessional Conduct	Group I	Issued a Letter of Reinstruction	 Discipline Concurrence	-	-
19-137	Improper Tow WCS Violation	Group I	Dismissed the Allegation	 No Discipline	-	-
19-142	Excessive Force Improper Citation Missing Property WCS Violation	Group I - Group III	Issued a Written Reprimand	 Discipline Concurrence	Issued a 2-day Suspension	 Discipline Difference

19-159	Lack of Service WCS Violation	Group II	Issued a 2-day Suspension	 Discipline Difference	-	-
19-163	Lack of Service	Group I	Dismissed the Allegation	 No Discipline	(The CPRB Appealed the case to the Director) Upheld the Chief's Dismissal	 No Discipline
19-173	Failure to Provide an OPS Complaint Form	Group I	Issued a Letter of Reinstruction	 Discipline Concurrence	-	-
19-175	Unprofessional Conduct	Group I	Dismissed the Allegation	 No Discipline		
19-183	Lack of Service Unprofessional Conduct	Group I	Issued a 10- day Suspension Issued a Written Reprimand	 Discipline Concurrence		
19-187	Improper Search	Group I	Dismissed the Allegation	 No Discipline	(The CPRB Appealed the case to the Director) Upheld the Chief's Dismissal	 No Discipline
19-189	Improper Search Unprofessional Conduct	Group II	Issued a 5- day Suspension Issued a 5- day Suspension	 Discipline Difference	-	-
19-209	Excessive Force Unprofessional Conduct Improper Stop/Detention Improper Search/Frisk Improper Citation Failure to De- Escalate	Group I - Group III	-	-	Issued a 20-day Suspension	 Discipline Concurrence

	Failure to Provide Name/Badge Number					
19-219	Lack of Service	Group I	Issued a Letter of Reinstruction	 Discipline Concurrence	-	-
20-015	Improper Tow WCS Violation	Group I	Dismissed the Allegation Issued a 1-day Suspension	 Discipline Difference	(The CPRB Appealed the case to the Director) Issued a 1-day Suspension	 Discipline Concurrence
20-016	Improper Tow	Group I	Dismissed the Allegation	 No Discipline	(The CPRB Appealed the case to the Director) Upheld the Chief's Dismissal	 No Discipline
20-049	WCS Violation	Group I	Issued a 1-day Suspension	 Discipline Concurrence	-	-
20-056	WCS Violation	Group I	Issued a 1-day Suspension	 Discipline Concurrence	-	-
20-061	Missing Property WCS Violation Improper Frisk Improper Citation Damaged Property Improper Search	Group I	Issued a 1-day Suspension Issued a Letter of Reinstruction Issued a Written Reprimand and retraining	 Discipline Concurrence	-	-
20-090	Improper Arrest Missing Property	Group I	Issued a Letter of Reinstruction Issued a Written Reprimand	 Discipline Concurrence	-	-

20-100	Unprofessional Conduct	Group I	Issued a Written Reprimand	 Discipline Concurrence	-	-
20-111	Lack of Service	Group I	Dismissed the Allegation	 No Discipline	(The CPRB Appealed the case to the Director) Upheld the Chief's Dismissal	 No Discipline
20-150	WCS Violation	Group I	Issued a 3-day Suspension	 Discipline Concurrence	-	-
20-162	Lack of Service Unprofessional Conduct	Group II	Dismissed the Allegation Issued a 1-day Suspension	 Discipline Difference	-	-
20-168	Lack of Service WCS Violation	Group II	Issued a 1-day Suspension Issued a Letter of Reinstruction	 Discipline Difference	-	-
Total				53% Concurrence		42% Concurrence

Characteristics of Complainants

In terms of race, 56.0 percent of the complainants in the first half of 2021 were black, with white complainants being the second largest category with 25.3 percent (*Figure 10*)⁶.

In terms of gender, the majority of complaints in the first half of 2021 were filed by males (51.0 percent) (*Figure 11*).

Finally, in terms of age, most complaints were filed by people between the ages of 20 to 34 (40.2 percent), followed by the age groups 35 to 54 (36.2 percent), and 55 to 64 (18.9 percent) (*Figure 12*). The average age of complainants in the first half of 2021 was 42 years of age.

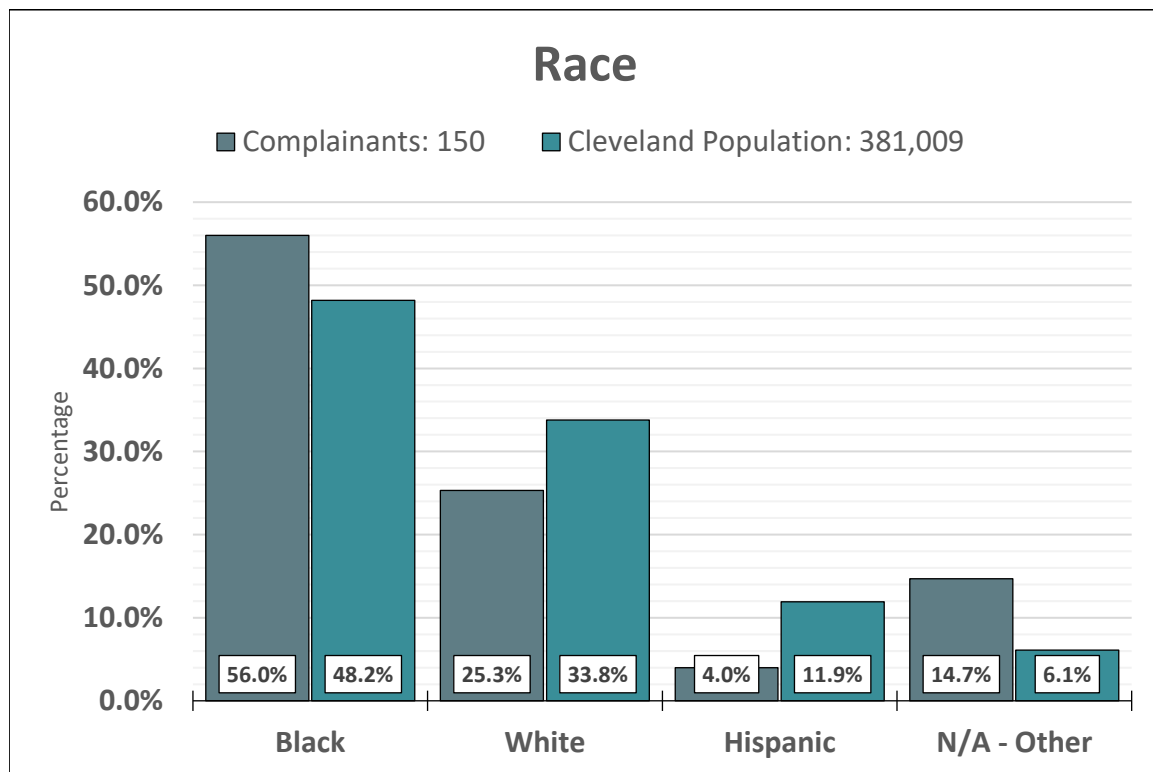


Figure 10: Race of complainants as compared to the Cleveland population

⁶ The Cleveland population statistics are based on the 2019 American Community Survey (ACS) 1-year Estimates. For more information see: <https://data.census.gov/cedsci/> (Tables: DP05, S0101).

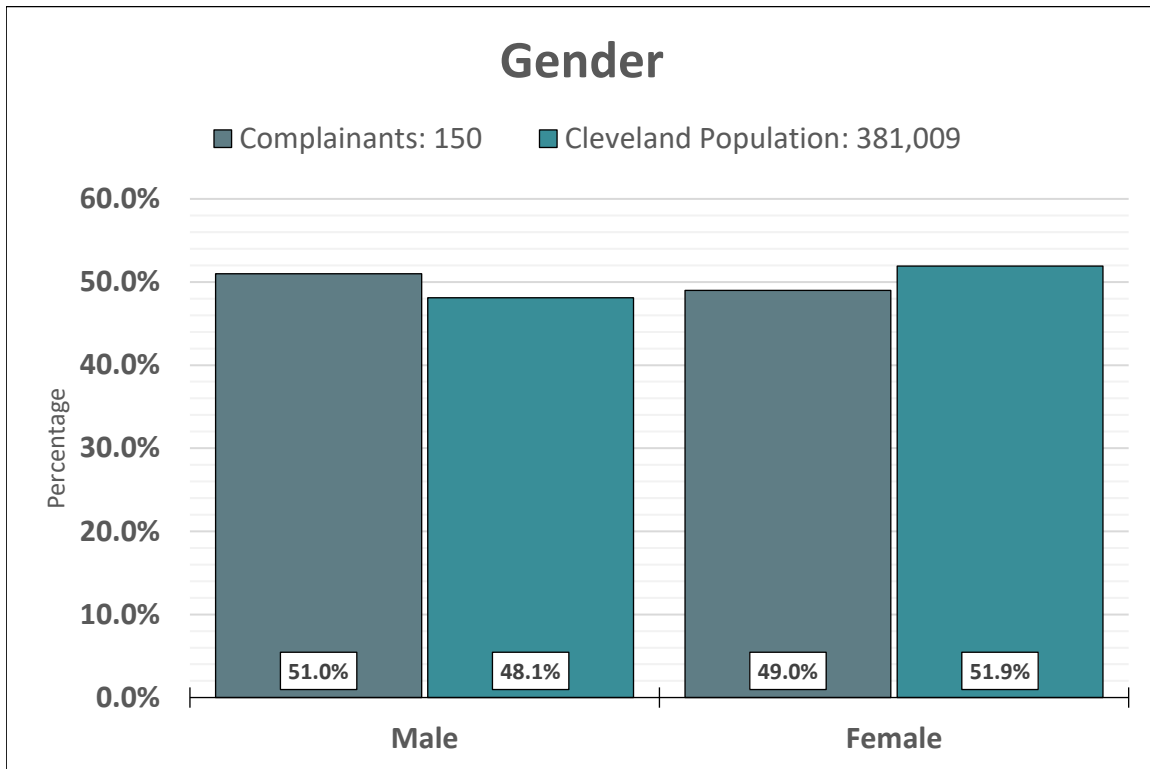


Figure 11: Gender of complainants as compared to the Cleveland population

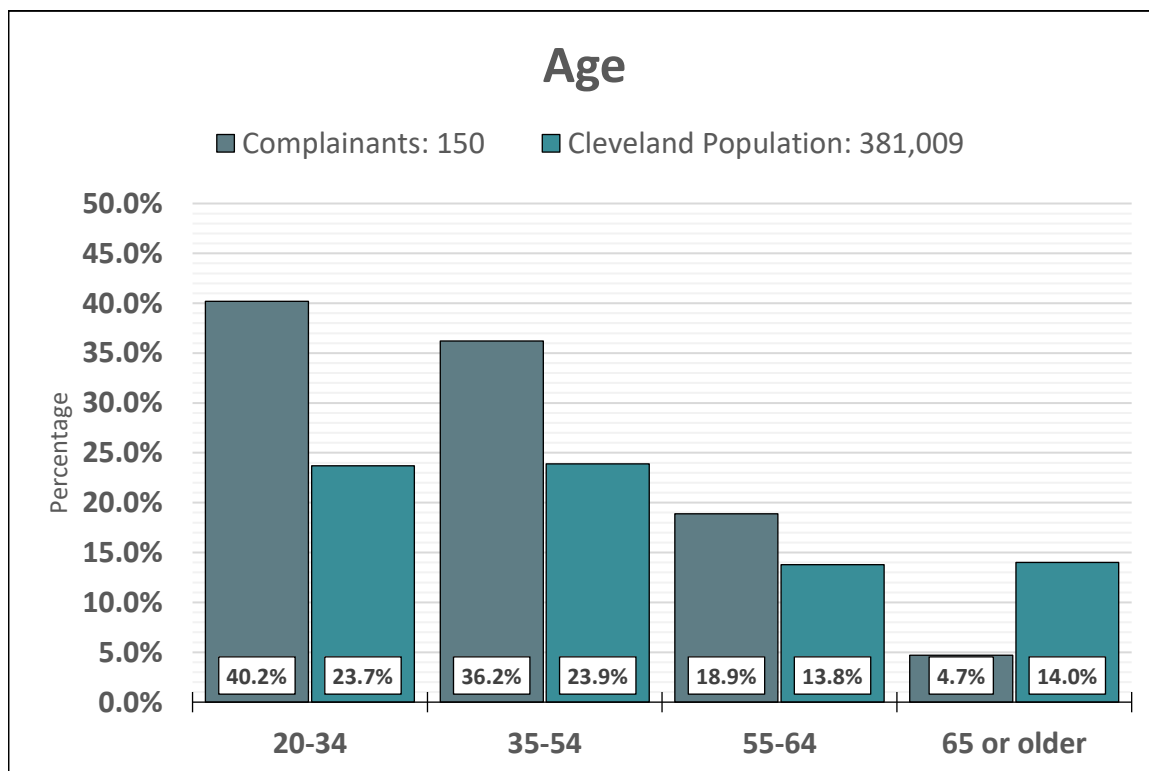


Figure 12: Age of complainants as compared to the Cleveland population

Characteristics of CDP Employees

A total of 134⁷ officers received complaints in the first quarter of 2021, with 15 officers receiving two complaints.

In terms of race, white CDP employees received the majority of complaints (68.7 percent), while Black CDP employees followed with 28.4 percent (*Figure 13*).

In terms of gender, males received the vast majority of complaints (77.6 percent) (*Figure 14*).

In terms of age, the groups that received the majority of the complaints were 20-34 (47.4 percent), 35-54 (41.4 percent), and 55-64 years of age (10.5 percent) (*Figure 15*).

Finally, in terms of tenure, CDP employees with 1-5 years (46.6 percent) and those with 6-10 years (16.5 percent) and 21-25 years (15.8 percent) on the job were the groups receiving most of the complaints in the first half of 2021 (*Figure 16*).

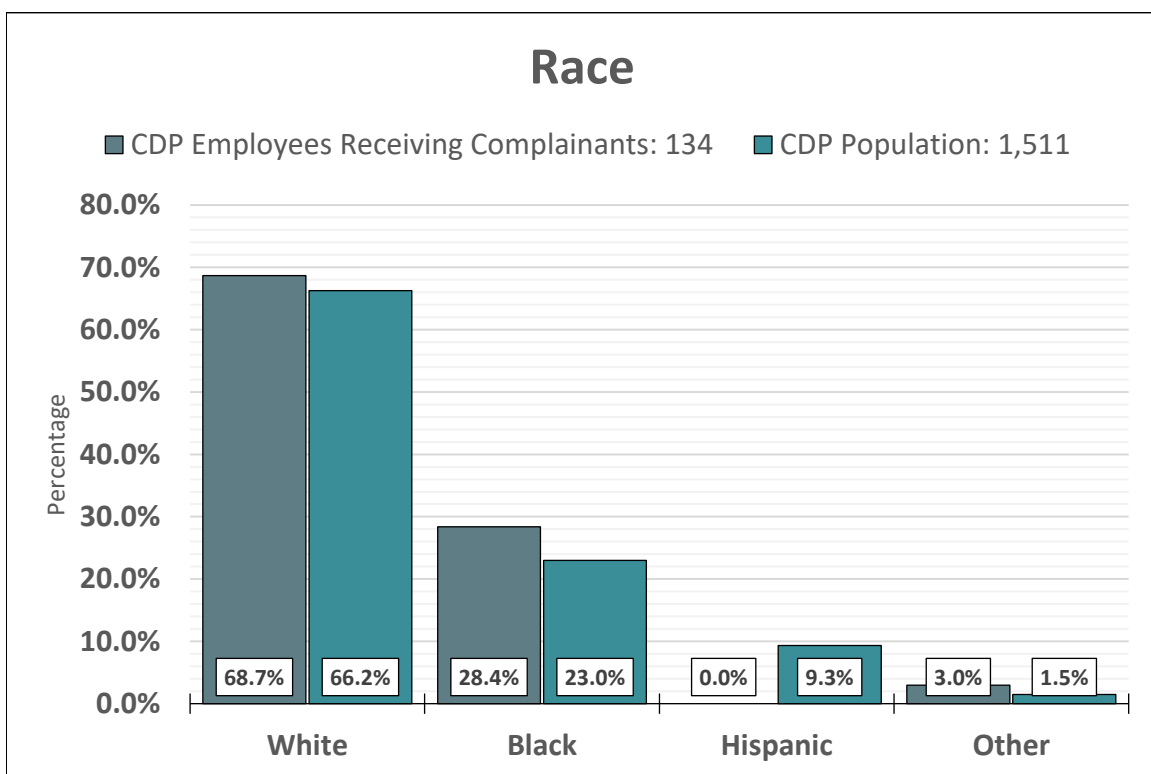


Figure 13: Race of CDP employees receiving complaints as compared to the CDP population

⁷ In a number of OPS cases, the exact number of involved officers in the complaint has not been finalized as of the writing of this report. So, it is reasonable to assume that this number is going to change upwards as the investigations progress.

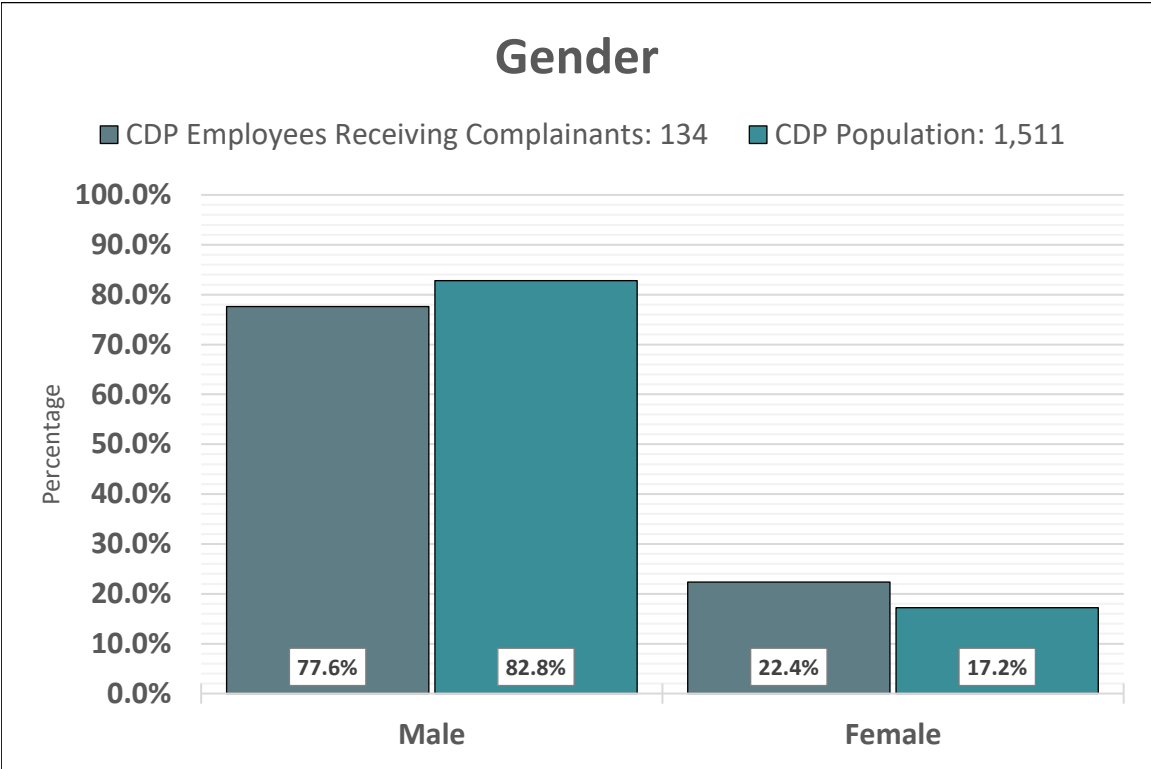


Figure 14: Gender of CDP employees receiving complaints as compared to the CDP population

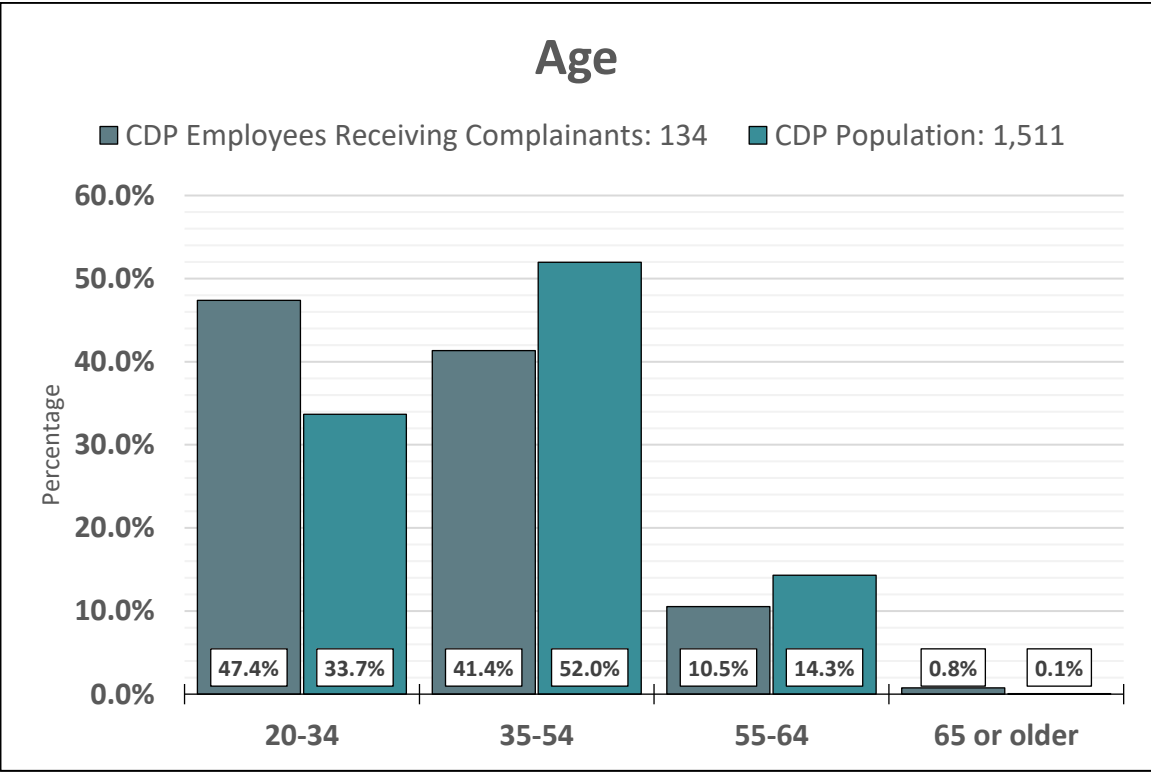


Figure 15: Age of CDP employees receiving complaints as compared to the CDP population

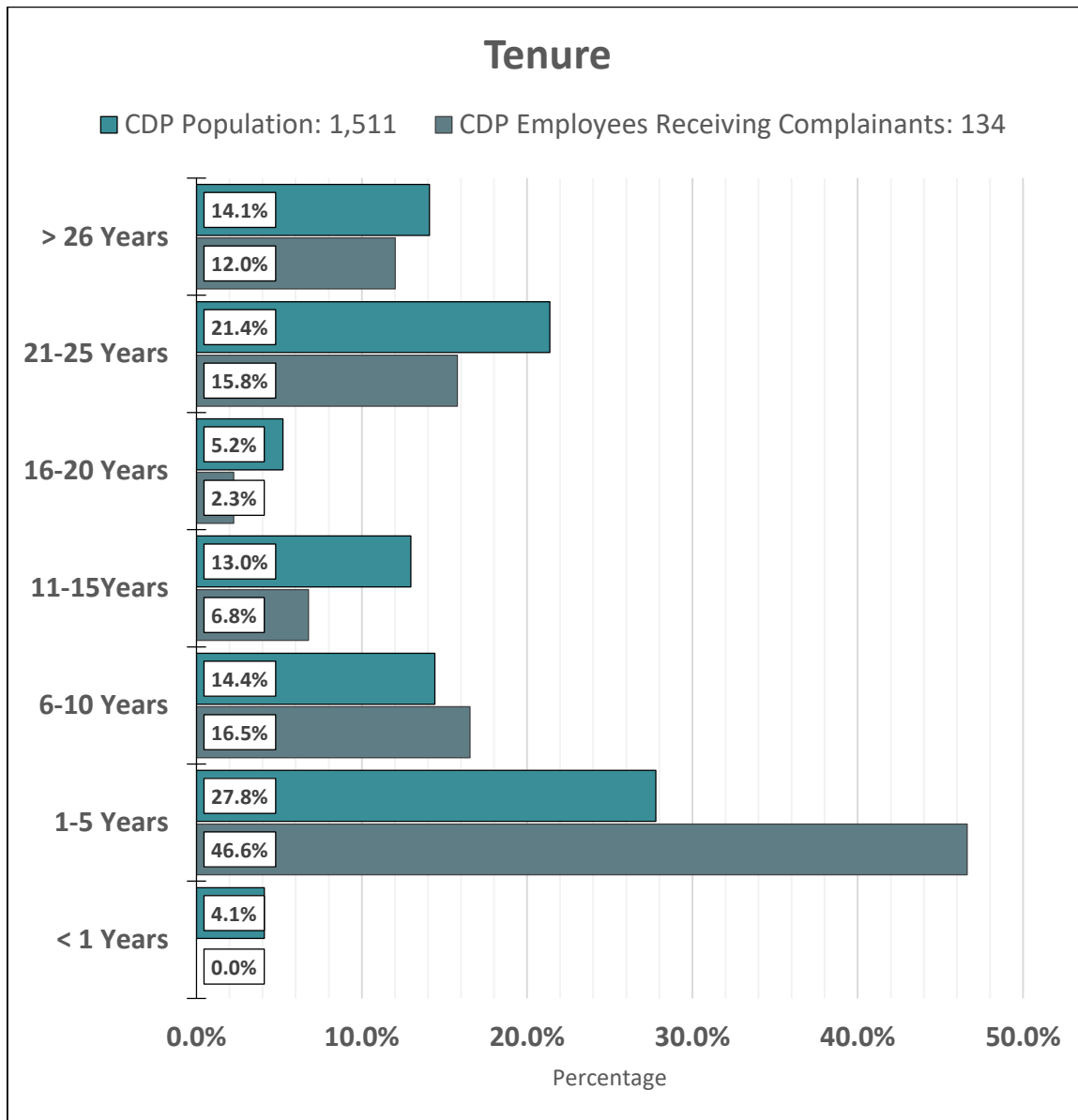


Figure 16: *Tenure of CDP employees receiving complaints as compared to the CDP population*

Complainant and Officer Demographic Pairings

The most frequent complainant-officer pairings in the first half of 2021, were black complainants filing complaints against white officers, which accounted for 45.7 percent of the complaints received. Black complainants filing complaints against black officers

accounted for 22.9 percent of all complaints received, and white complainants filing complaints against white officers accounted for 17.1 percent of all complaints received (*Figure 17*).

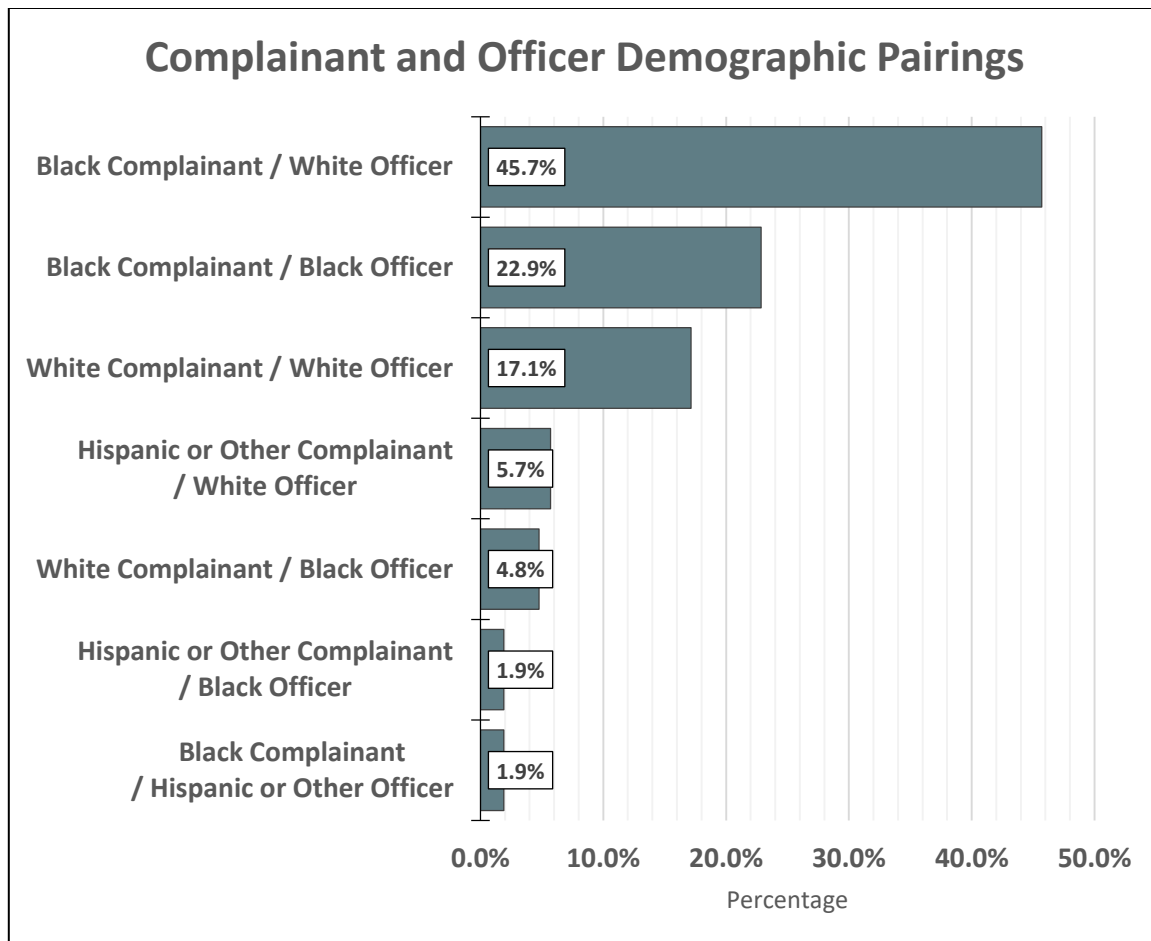


Figure 17: *Complainant and officer demographic pairings*



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